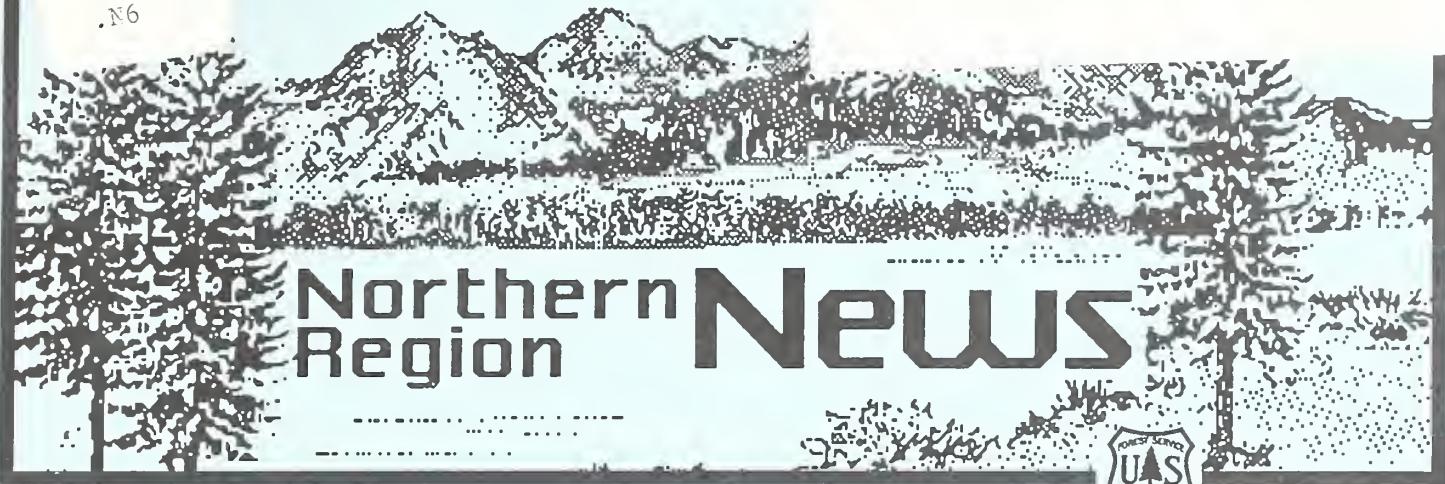


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Northern Region News



Issue #4

May 18, 1990

Regional News

Region's Leaders Assemble at Big Sky

6/18/90

by Jack de Golia, Public Affairs Officer, Beaverhead National Forest

The 1990's are upon us. As the Forest Service moves into this final decade of its first century, we face new public attitudes, new demands, new stresses, and a new workforce. How can we adapt to all this newness and make the 90's a 'Decade of Quality'?

That was the central question the Region's leadership faced at a week-long session at Big Sky, Montana, April 2 to 6. Gathered in the shadow of the Gallatin NF's Spanish Peaks were most of the district rangers, forest supervisors, staff officers, and Regional Office directors.

Following are some highlights of the conference. A complete summary will be available at each Forest.

On the opening day, the conference heard from Representative Pat Williams, the Montana Democrat from the First Congressional District. Williams charged that partisan politics were crippling Forest Service management and planning. He said Montana and Idaho have been energy "colonies" and that political interference in the management of the West's natural resources has reached an unprecedented level.

Williams said that the public will not long be denied in determining how the national forests are managed. He pointed to the agreement the Deerlodge National Forest reached with its Forest Plan appellants as an example of people finding local solutions, which he said are key to the future.

Next, the group heard from Pat Jackson, a nationally acclaimed public relations expert. Jackson described the American public in the 90's as people overcommitted and overcommunicated with, only 8 to 10% being concerned

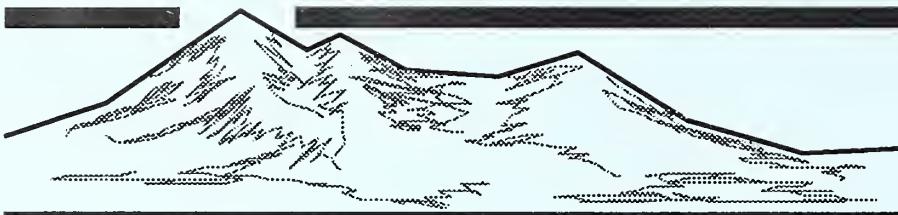
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Forest Supervisor Fred Trevey addresses attendees.
Photo by Mark Wiggins.



Big Sky resort on the Gallatin National Forest.
Photo by Jack de Golia.



The Leading Edge

by John Mumma
Regional Forester

The "Decade of Quality"

Getting together with the Region's leaders in April was an ideal way to begin the 1990's - the beginning of a decade I term "The Decade of Quality." It is also a "Decade of Change" - changes in staff, changes in legislation, and changes in attitudes. These are all changes which will help to bring about quality.

Our challenge in taking care of public lands today is tremendous. Our job is far more complex today than it used to be, and the complexity will continue. It's critical that we don't cling to old ways of doing business. We must be open, creative, and be agents of the changes that are coming, rather than be the effects of change.

The Forest Service can be the agency at the forefront of conservation in the world. We can and must be the leaders in wilderness management. We must set the mark; others will follow.

Much depends on you - each of you. As I told the people at the Regional Leadership Conference, consider a cup half filled with water. Is it half-empty or half-full? A half-empty cup may be considered a burden; a half-full cup, a challenge. It is your attitude that will make the difference.

I have confidence in Region One folks. You are a dedicated, loyal group of people, and I can't think of anyone I'd rather work with as we meet the changes and challenges of the 90's.

1990 Leadership Conference, continued from page 1

about national forest issues. He said people want personal messages when they are interested in something. He said the letters "P R" stand for "personalized communications."

Jackson said people don't care about the facts; they act on perceptions. (The phrase "perception is reality" was repeated throughout the week by many others who spoke.)

He noted that people form their opinions by checking with their "opinion leaders," and said the Forest Service needs to focus its attention on opinion leaders and then work on their expectations. Jackson urged each person at the conference to find out who the real opinion leaders are around their Forest, and then assign an employee to each one. He suggested that we allow for personal communication between that opinion leader and employee throughout the year. Public affairs, he concluded, is each employee's job.

The next two days of the conference featured short concurrent sessions in such subjects as forest plan implementation, riparian management, public opinion, and biodiversity.

Other guest speakers included Kimberly Woods, a consultant on human behavior, Dr. Jim Brock, Montana State University, and Dr. Caleb Rosario, Elizabethtown College, PA. A panel of Forest Service leaders presented findings of a survey of employees' attitudes and frustrations.

The last day the conference heard from Linda Rix, the Region's consultant on affirmative action. Ms. Rix said "numbers give marvelous illusions, and rarely tell the story." She said activity should never be confused with accomplishment.

She praised the Forest Service for making "workforce diversity" a real management responsibility and not just a perfunctory process, as it is in many agencies. Rix's main point was that affirmative action programs are for the long term and should try to

improve work life for all employees. The ultimate goal is for no job to be reserved for one group or another.

Throughout the conference there was an exhibit area in the main Huntley Lodge. Exhibits on several national forests and many



A group works on Forest Plan implementation during a breakout session.

subjects, ranging from smokejumping to minerals management, were on display.

So, what was the value of the conference? The speakers, exhibits, and sessions all helped people learn things. But, perhaps the greatest value for the people attending was the chance to see people they ordinarily didn't see, from a spectrum of specialities and places. The after-hours discussions did as much to bond everyone to the common task as anything that was on the agenda.

If nothing else, everyone became more aware of the challenges of the new decade, heard others wrestling with similar issues, and perhaps found the seeds of ideas that can sprout and flourish during the Decade of Quality.

1990 Regional Leadership Conference

Many Were Recognized for Special Achievements

Regional Forester John Mumma handed out numerous awards each day of the conference. Awards went to Forests and individuals who deserved praise for special achievement during the year.

The most moving award came from Gallatin National Forest Supervisor Bob Gibson. The "Larry Lewis Ethics in Management

Award" went to Dan Tyers and Steve Christensen, both of whom had worked with Larry. Larry was stricken with cancer, yet continued to work as the Gardiner District Ranger until his death. Gibson said the award will be made annually to the Gallatin National Forest employee who exemplifies the ethical standards Larry Lewis lived by.

Following are awards presented by the regional forester and his deputies during the conference:

Regional Forester's Honor Awards

Patricia Treat, Flathead NF: for outstanding accomplishment in raising handicapped awareness.

Jackie McGuire, Lolo NF: for heroic action and assistance to citizens during the 1989 Rock Creek windstorm.

Jerry Burns, Lincoln RD, Helena NF: for heroism in the rescue of a trail crew during the 1988 Canyon Creek Fire.

Will Clark, Tom Alt and Blase DiLulo, Custer NF: for outstanding contributions in environmental education outreach programs.

Dallas Emch, Clearwater NF: for outstanding contribution to the Human Relations Action Committee on the Clearwater NF.

Affirmative Action Awards

Beaverhead NF and Seeley Lake Ranger District: for outstanding accomplishments in the Affirmative Action Program:

Barb Beck, Townsend RD, Helena NF: for outstanding leadership in the Civil Rights/EEO Programs.

Ranger of the Year Awards

Tom Heintz, Grand River RD, Custer NF: for outstanding accomplishments in public relations and land stewardship.

Albert Collotzi, Priest Lake RD, Idaho Panhandle NFs: for creative leadership in implementing an old growth inventory strategy for the Idaho Panhandle NFs.

Drew Bellon, Rexford RD, Kootenai NF: for outstanding performance as a District Ranger.



Above: Regional Forester John Mumma awards Roger Johnson, RO, Mike Williams, Gallatin NF, Kirk Horn, RO, and Bob Gibson, Gallatin NF, for acquiring key elk winter range for the northern Yellowstone elk herd.



Left: Deputy Regional Forester John Hughes presents Forest Supervisor Fred Trevey an award for outstanding management of the fisheries and wildlife programs on the Clearwater NF.



Forest Staff Awards

Chuck Spoon, Lolo NF, and **Jerry Reese**, Lewis and Clark NF: for outstanding accomplishment as Forest Resource Staff Officers.

John Mumma awards Will Clark, Custer NF, for outstanding contribution in environmental education outreach programs.

Special Achievement Awards

Bob Gibson and **Mike Williams**, Gallatin NF, and **Roger Johnson** and **Kirk Horn**, RO: for acquiring key elk winter range for the northern Yellowstone elk herd.

Randy Phillips, **Bob Schrenk**, **Bob Ralphs**, **Jim Hagemeier**, **Betty Weisenburger**, **Kent Nelson**, **Lee Greer**, and **Barry Johnson**, all of the RO: for outstanding accomplishments in managing the appeals program.

Beth Horn, **Dale Dufour**, **Laird Robinson**, **Carol Evans**, **Bill Antonich**, **Dave Tippets**, **Margaret Wirtz**, and **Deanna Riebe**, RO: for outstanding contributions to the Region in the production of publications.

Herb Spradlin, West Fork RD, Bitterroot NF: for outstanding initiative in accepting challenge.

Harry Siebert, RO: for special assistance in facilitating Regional leadership meetings.

Wayne Wright, Nezperce NF: for outstanding achievement as a forest trail coordinator.

Mike Cook, Nezperce NF: for outstanding program leadership in trail management and administration.

Betty Dee Russ, RO: for special assistance with Regional projects and cheerful service to fellow employees.

Jimmie Chew, RO: for special recognition in developing an expert system to solve silvicultural problems.

Rodd Richardson, RO: for increased levels of interagency coordination and cooperation.

Alan Christensen, RO: for innovation in the wildlife and fisheries program and excellence in interagency and special interest coordination.

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1990 Regional Leadership Conference

Awards, continued from page 3



The RO Information Office staff received awards for outstanding contributions in the production of publications. From left: Deputy Regional Forester Chris Risbrudt presents awards to Dale Dufour, Margaret Wirtz, Beth Horn, Carol Evans, and Laird Robinson.

Serving People Awards

Ken Anderson, Clearwater NF: for outstanding NEPA coordination and training.

Bob Shackelford, Idaho Panhandle NFs: for personal dedication to the users and resources of the Idaho Panhandle NFs.

Hungry Horse Ranger District, Flathead NF: for outstanding coordination and response to emergency situations.

Caring For The Land Awards

Tom Griffith, Deerlodge NF: for outstanding range stewardship.

Cheryl Taylor, Gallatin NF, and **Val Hancock**, Lewis & Clark NF: for outstanding Forest work in support of the adjudication of Montana water rights.

Fred Trevey, Clearwater NF: for outstanding management of the fisheries and wildlife programs on the Clearwater NF.

Merrill Davis, Butte RD, Deerlodge NF, **Jim Sheldon**, RO, and **Ray TeSoro**, RO: for outstanding work and management of the Beal Mountain project.

Sherm Solid, Gallatin NF: for outstanding leadership in the permitting and development of the Mineral Hill project.

Jack Losensky, Lolo NF; **Pat Green**, Nezperce NF; **Wayne Phillips**, Lewis & Clark NF; **John Joy**, Deerlodge NF; **Paul Harrington**, Idaho Panhandle NFs; **Lois Olsen**, Helena NF; **Jeff DiBenedetto**, Custer NF; **Rich Lasko**, Flathead NF; and **Cecilia McNicoll**, Lolo NF: for leading the way into New Perspectives of Forestry.

Caring for the Land and Serving the People Awards

Nez Perce NF: for outstanding Forest Plan implementation.

Staff: Forest Supervisor: Tom Kovalicky; Primary Staff: Joseph Bednorz, Dave Fischer, Dave Poncin, and Michael Cook; District Rangers: Robert Abbott, Steve Solem, Steve Williams, Dennis Dailey, Gloria Flora, and Jim Wiebush.

Lolo NF: for outstanding Forest Plan implementation.

Staff: Forest Supervisor: Orville Daniels; Primary Staff: Russ Miller, Bob Kaufman, Chuck Spoon, Bob Meuchel, Marcia Hogan, and Dennis Johnson; District Rangers: Dave Stack, Greg Munther, George Leighton, Anne Zimmerman, and Ellen Vollmer.



Chief Dale Robertson poses with Forest Supervisor Tom Kovalicky and some of the members of this staff on the Nez Perce NF after the Forest received an award for outstanding Forest Plan implementation. From left: Chief Robertson, Mike Cook, Tom Kovalicky, Steve Williams, Gloria Flora, Rick Stowell, and Joe Bednorz.

And in the Exhibit Hall

Mike Oliver (left), Public Affairs Officer for the Bitterroot NF and Bitterroot Forest Supervisor Bertha Gillam pose with Chief Dale Robertson in front of a picture the Forest recently had made. It was one of over 30 exhibits at the Regional Leadership Conference. The Forest plans to have posters made of the design.





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The Northern Region Centennial Pack Train has enjoyed the last few months of relaxation in the Ninemile pastures. Their company during this time of year are the other 200 head of pack and riding stock wintered at Ninemile for various districts in the Region.

"This first year was an overwhelming success", pack train manager Bob Hoverson stated, "both in terms of how well the pack train was received by the public, and in the smooth logistics and liaison with local Forest Service units." Over the last year the pack train worked in five Northern Region wilderness areas, supplied equipment to two fire suppression efforts, and performed at 35 public events in Regions One, Four and Five. An exhibit demonstrating light-on-the-land handling of stock, and how the public can minimize their wilderness impact, accompanies the pack train and has been a very popular attraction. Although not the objective, the pack train brought home several awards for their performances at the public events.

This winter a steering committee consisting of Jim Dolan, (RO), Tom Kovalicky, (Nez Perce NF), Tom Griffith, (Deerlodge NF) Keith Parrish, (Helena NF), Smoke Elser, (private sector representative), and Dean Solheim and Bob Hoverson, (Ninemile RD), wrestled with the difficult task of scheduling the pack train for the 1990 season. Last year the emphasis was to accommodate the centennial events of Montana, as well as North and South Dakota. Priorities for 1990 are Idaho events, as it is their centennial year. The number of work projects will also increase. This year the pack train will be able to accommodate eight backcountry work trips, 20 parades, 15 display setups, and will assist in 4 training sessions.

"We are very fortunate to have top quality people accompanying the pack train," emphasized Bob. "Dean Solheim, Cal Samsel, and volunteers John and Vivian Christensen have a combination of tal-

Changing Their Shoes and Catching Their Breath

by Greg Munther, District Ranger, Ninemile Ranger District

ents that really make the pack train work. They are expert stock handlers and they work positively with the public." Our

national Pack Train will again be featured in public events, and perform back country work projects, thus reinforcing the role of

This is the Pack Train schedule for the remainder of 1990. Make a point to see them if you haven't already!

| | | |
|----------------|--|-------------------------------|
| May 19 | Lilac Parade | Spokane, WA |
| May 24-27 | Mule Days | Bishop, CA |
| June 9-10 | Mule Days | Condon, MT |
| June 4-8 | NWTC Pack Clinic | Ninemile Ranger Station, MT |
| June 13 | College Nat. Finals Rodeo Parade | Bozeman, MT |
| June 15-22 | Custer Battlefield Reenactment | Billings, MT |
| June 23 | Western Heritage Days Parade | Billings, MT |
| June 28 | Tandom Pack Demo | Sawtooth NRA, ID |
| June 30 | Fenn Ranger Station 50th Anniv. | Fenn Ranger Station, ID |
| July 1-2 | Border Days | Grangeville, ID |
| July 4 | Idaho State Centennial Parade | Boise, ID |
| July 6-11 | FCRNR Wilderness Pack Project | Red River Ranger Station, ID |
| July 14 | Snake River Stampede | Nampa, ID |
| July 21 | Parade | Potlatch, ID |
| July 22 | Parade/Demonstration | Moscow, ID |
| July 28 | Last Chance Stampede | Helena, MT |
| July 30-Aug. 5 | Big Creek Pack Project | Stevensville RD, MT |
| Aug. 4 | Creamery Picnic Parade | Stevensville, MT |
| Aug. 6-9 | Pack Trip, FCRNR Wilderness | Red River RD, ID |
| Aug. 11 | Huckleberry Festival Parade | Priest Lake, ID |
| Aug. 12 | Old Cataldo Mission Centennial Commemoration | Wallace, ID |
| Aug. 14-16 | Cabinet Wilderness Pack Project | Trout Creek RD, MT |
| Aug. 18 | Parade | Deerlodge, MT |
| Aug. 23-31 | Bob Marshall Pack Project | Spotted Bear RD, MT |
| Sept. 3 | Paul Bunyon Days | St. Maries, ID |
| Sept. 4-6 | Pack Project | Avery, ID |
| Sept. 8 | Lewiston Roundup Parade | Lewiston, ID |
| Sept. 9-13 | Pack Project | Clearwater or Nezperce NF, ID |
| Sept. 15 | Parade | Orofino, ID |
| Sept. 22 | Centennial Parade | Wallace, ID |
| Oct. 15-19 | NWTC Bridge Project | Ninemile RD, MT |
| Nov. 17 | Holiday Parade | Boise, ID |

message of taking care of backcountry and wilderness resources by using light-on-the-land techniques is presented in a "hands-on" format and the one-on-one contact has proven very effective.

In 1990 the Northern Region Centen-

the Forest Service and pack stock in managing our backcountry and wilderness areas. The board would like to thank every unit who submitted requests this year. If you were not selected, please try again next year!!

Lolo National Forest

Turn Here to See Bighorn Sheep

by Sue Reel, Lolo National Forest

Between Plains and Thompson Falls, Highway 200 runs along the Clark Fork River and crosses the home of one of Montana's largest bighorn sheep herds. Along with spectacular scenery, the river valley offers all the essentials that make for perfect bighorn sheep habitat — steep cliffs for protection from



predators, south-facing slopes that stay free of snow in the winter, and open, grassy hillsides.

Unfortunately, the sheep, and the hundreds of travelers that stopped their cars to view them, were causing a serious traffic problem. A state highway patrol person who spent considerable time breaking up bighorn sheep traffic jams, spearheaded an effort to construct a wildlife viewing area. The Lolo NF Plains/Thompson Falls District, along with other State and local agencies and individuals chipped in to make the viewing area a reality.

Over 15 cooperators donated materials, labor

and equipment to develop the site. Landowners Buz and Les Hodges, who generously share their fields with the bighorn sheep herd, donated the land for the vehicle pull-out. A high school shop class built cedar benches for the area; a local nursery donated plants for landscaping; timber companies donated building materials; and two sporting organizations worked with Montana Fish, Wildlife and Parks, volunteering their labor to build a pole fence to keep visitors out of the field and sheep off the pull-out.

As part of their new wildlife appreciation program, the Lolo NF supplied six interpretive signs that describe bighorn sheep biology, habitat, and management. Craig Phillips, a local wildlife artist, donated his time to beautifully illustrate the signs.

If you get the chance to travel along Highway 200, pull off the road at the Koo-koo-sint Bighorn Sheep Viewing Area. Stretch your legs, learn about bighorn sheep, and look for a full-curl ram, peacefully feeding in the alfalfa fields next to the ancient gray cliffs that frame the Clark Fork of the Columbia River.



Editorial Policy

The Northern Region News is published by the Northern Region Information Office for employees and retirees. Its purpose is to provide an opportunity for you to share your projects and successes, and to read about others in the Region.

Guidelines:

- Articles should feature Forest Service employees and retirees involved in Forest Service activities and projects.
- Articles must be concise and timely. All articles are subject to editing, and may not be used if outdated, inappropriate, or if space does not permit.
- Photos should be black and white, glossy prints; however color prints may be used if contrast and quality is good. If slides are sent, prints will have to be made from them.
- Send articles to D.Riebe:R01A on the Data General if possible. They can then be transferred directly to the Macintosh computer, on which the Northern Region News is compiled. Hard copies of articles and photographs should be sent to Deanna Riebe, Northern Region Information Office, P.O. Box 7669, Missoula, MT 59807. The public affairs officer on your Forest may want to preview articles before they are sent. If so, please follow that process.

Nez Perce National Forest

Employees Recognized

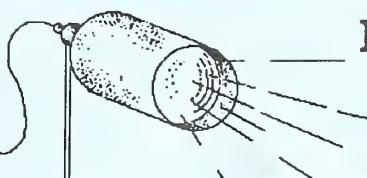
Four Moose Creek District employees gained special recognition recently. Shelly Dumas was awarded for providing "top quality" customer service to the general public; Julie Hauger, for outstanding work in business management; Mike Meyers, for an excellent job in trail maintenance and animal packing; and Mark Woods, for low impact fire suppression techniques and for contributing to a successful fire review on the Selway-Bitterroot Wilderness area.

Clearwater National Forest

Senior Community Service Employment Program (SCSEP) employees, better known as "Older Americans" were honored at Kooskia Ranger Station on March 21 in recognition of National Employ the Older Worker Week. Lochsa District employs eight people in the program.

Mel Fowlkes, supervisor of the District's program, presented "Good Job Buttons" to Gordon Hawkins, Ralph Norton, Leroy Sinclair, Cliff Prickett, Mae Stern, Barbara Gordon, Edna Savage and Fern Hardin. The Good Job Button is the Forest's program for recognition of special contributions by employees. Fern Hardin was specially recognized with a bouquet of flowers for serving the longest (12 years) in the program.

Lochsa District's senior workers. Back row, from left: Ralph Norton, Mae Stern, Barbara Gordon. Front row: Leroy Sinclair, Fern Hardin, Edna Savage, Cliff Prickett. Not shown: Gordon Hawkins.



In The Spotlight

Older Americans Honored

by Mel Fowlkes, Lochsa Ranger District



Regional News

Maggie Doherty Recovering

Forest Service employees all over the country were shocked to hear that a fellow employee had been beaten at her back-country work station. On April 24, Maggie Doherty, newly appointed assistant fire management officer at Seeley Lake Ranger District, had returned to her house at Lolo Creek Work Center, Missoula Ranger District, where she had lived for the past four years, to move some personal items. A stranger was in her house. Maggie valiantly forced him out of the house and called 9-1-1. However, the intruder broke in the back of the house and attacked Maggie with a hoedad and shotgun, leaving her with a fractured skull, punctured lung, several broken ribs, and a dislocated shoulder.

Maggie has had a tough road to recovery, but at last report is doing well. She appreciates all the flowers and cards so many of you have sent.

Maggie was the nation's first female crew boss of a hot-shot crew.

Regional News

A Challenge to Bird-Watchers

by Carl Wolf, Custer National Forest

One of the most enjoyed outdoor activities (second only to gardening) in the U.S. is bird watching. Annually, millions of hours and dollars are devoted to locating and identifying birds. Nearly 400 species can be found in the national forests of Region One. However, according to the National Audubon Society, American Birding Association, Western Bird Banding Association and other interest groups, no consolidated checklist exists.



In an effort to develop such a list, along with locations and other data useful in forest planning and management, the Custer National Forest proposes the following challenge to all Montana Forests. Annually, in May and June of 1990, each Forest sponsor a 2-4 person team of birders who try to locate as many species of birds as possible in a 24-hour period.

The search area must be inside or within 15 air miles of the competing Forest.

A state-wide coordinator will compile the lists and share information with all Forests and interest groups. A suitable, travelling plaque will be awarded annually to the winning Forest. In 1990 the coordinator will be Carl Wolf, Custer National Forest. Contact him by Data General: R01F08A, or call (406) 657-6361 (commercial) or FTS 8-585-6361. Copies of rules, forms and guidelines can be obtained from him.

In Memoriam

Dale L. Robinson, Montana native, died of respiratory failure March 26 in Bend, Oregon, at the age of 62. He worked for the Forest Service in Washington, Oregon and Utah, retiring in 1986.

Raymond A. Johnson, Forest Service employee from 1959 until his retirement in 1984, died of a heart attack February 21 at 64.

Recycle - Recycle - Recycle - Recycle - Recycle

by Dellora Gauger and Alice B. Elrod, Fortine Ranger District

What do you do with your used pop cans and glass containers when they are empty? What about paper you don't use any more, boxes when they are emptied, junk mail, or computer printouts no longer needed? Do they just get trashed and hauled to a dump or landfill somewhere? or are you participating in a recycling program?

Fortine Ranger District employees were recently challenged by David Nesbitt, Elizabeth Manzo, and Alice B. Elrod to change their ways and be more conscious of their impact on the environment. The three researched what it would take to recycle paper and aluminum used on the District. As a result, several employees got together on their own time and built recycling boxes to



Constructing a recycling bin are (left to right) Charlie Webster, Liz Manzo, David Nesbitt, Wade Spang, and Alice B. Elrod.

receive recyclable materials. And an attractive environmental bulletin board has been placed in the office for the latest in environmental news and ideas.

The program is District-wide. A storage area is located on the compound for recyclable glass, paper and aluminum. Everyone is encouraged to collect and bring in recyclables and help transport them to Flathead Industries, the recycling center in Kalispell.

Because of these employee's efforts the District has found a solution to 1) wasted paper that comes through the printer, 2) cardboard boxes, 3) empty aluminum cans, and 4) guilty feelings for throwing out recyclable/reusable products.

As the saying goes, "If you're not recycling, you're throwing it all away."

This newsletter was printed on recycled paper !!!!

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Federal Building
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